COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING 1989

NOVEMBER 1989

Stephen C. Zimmermann

Division of Clinical Services
Association of American Medical Colleges
Suite 200, One Dupont Circle, N.W.
Washington, D.C. 20036

ORDERS:

Orders for this publication should be addressed to:

Association of American Medical Colleges
Attention: Membership and Subscriptions
Suite 200
One Dupont Circle, N.W.
Washington, D.C. 20036

Price: $15.00 (plus $2.50 shipping and handling)

All orders of $25.00 or less for publications are available from the AAMC Office of Membership and Subscriptions and must be paid in advance. All orders above $25.00, if not prepaid, must be accompanied by institutional purchase order. Please do not send cash.

(c) The Association of American Medical Colleges, 1989.

CONTENTS

List of Tables v

Introduction vii

Chapter I: Housestaff Stipends and Residency Program Data

Stipends Nationwide 1
Stipends by Region and Ownership 1
Stipends by City 1
Stipend Regression Results 2
Number of Housestaff Surveyed 2
Percentage of Minority Housestaff 2
Ratio of Housestaff to Beds 3

Chapter II: Housestaff Benefits and Policies

Health Insurance Premiums 25
Health Benefits 25
Other Benefits 25
Vacation and Seminar Time 25
Responses to Policy and
Other Selected Benefit Questions 26

Chapter III: Housestaff Funding

Hospital Expenditures 41
Sources of Funding 41

Appendix A: Questionnaire for 1989 COTH Survey 48
Appendix B: Response Rate for 1989 COTH Survey 54
Appendix C: Map of COTH Regions 55

LIST OF TABLES

CHAPTER I

HOUSESTAFF STIPENDS AND RESIDENCY PROGRAM DATA

Table	Title	Page
1	Nationwide Housestaff Stipends	4
2	Changes in Nationwide Housestaff Stipends	5
3	Mean First Year Housestaff Stipends, 1968-69 to 1989-90	6
4	Changes in Nationwide Housestaff Stipends Received by Cohorts of Residents	7
fig. 1	Mean Stipends by Region	8
5	Mean Housestaff Stipends	9
6	25th Percentile Housestaff Stipends	11
7	Median (50th Percentile) Housestaff Stipends	13
8	75th Percentile Housestaff Stipends	15
9	Number of Respondents to Stipend Question	17
10	Mean First Year Housestaff Stipends by City	19
11	First Year Housestaff Stipend Differentials	20
12	Nationwide Distribution of Housestaff by Site of Graduation	21
13	Nationwide Distribution of Housestaff by Specialty Training Program	22
14	Minorities as a Percentage of Housestaff	23
15	Ratio Housestaff to Beds	24

CHAPTER II

HOUSESTAFF BENEFITS AND POLICIES

16	Percent of Hospitals Contributing to Health Insurance Premium	27
17	Health Benefits Provided to Housestaff and Dependents	29
18	Other Benefits Provided to Housestaff	32
19	Provision of Meals to Housestaff	35
20	Annual Vacation for First Year Housestaff	37
21	Annual Vacation for Second Year Housestaff	38
22	Time Allotted Housestaff to Attend Seminars	39
23	Housestaff Policies and Other Selected Benefits	40

CHAPTER III

HOUSESTAFF FUNDING

24	Expenditures for Housestaff Stipends and Benefits	42
25	Housestaff Stipend and Benefit Expenditures as a Percent of Hospital's Total Operating Budget	43
26	Ratio of Benefits to Stipends Expenditures for Housestaff	44
27	Funding Sources for Housestaff Stipends and Benefits Expenditures, by Ownership	45
28	Funding Sources for Housestaff Stipends and Benefits Expenditures, Nationwide and by Affiliation	46
Fig. 2	Funding Sources for Housestaff Stipends and Benefits Expenditures, Nationwide	47

Introduction

The COTH Survey of Housestaff Stipends, Benefits, and Funding is published annually by the Association of American Medical Colleges (AAMC). The 1989 survey questionnaire, which appears in Appendix A, was sent to all Council of Teaching Hospital (COTH) members in May 1989. This report summarizes the responses from 379 members, an 87.7 percent response rate. As several surveys contained only partial data, fewer than 379 respondents are represented in many tables.

The 1989 report differs substantially from prior reports. Tables have been revised to include only those characteristics which are significant determinants of variation in housestaff stipends, according to regression analyses Many tables also have been expanded to include more data in cross-tabular format. This will allow hospitals to compare their stipend and other data across multiple peer groups.

The plan of the report is the same as in prior years. Chapter I contains stipend data for all respondents and by hospital region, ownership, and city. The number of housestaff by specialty training program, the percentage of minorities and foreign medical graduates (FMGs) represented in COTH data, and the ratio of housestaff to number of beds also are provided. Note that stipend figures reported for 1988-89 differ from data for the same year published in last year's report for two reasons: data may have been estimated last year and different hospitals may have responded. Approximately one-fifth of respondents provided estimated 1989-90 stipend data this year. Reported data are unadjusted for regional wage differences or for inflation.

Chapter II contains data on benefits provided to housestaff and their dependents. Chapter III contains data on teaching hospital expenditures and sources of funding for housestaff stipends and benefits. The new format for stipend data, cross-tabular using region and ownership variables, also is used to report benefits and expenditures data. The appendices include the 1989 COTH Survey Questionnaire, data on the survey response rate, and a map outlining the four COTH regions. Some survey results do not appear in the tables and are analyzed in the text only.

The cooperation of all participating COTH member institutions is greatly appreciated. The comments of those who complete the surveys also are valued as they add to the Association's knowledge of our members and facilitate the production of better surveys in the future. Finally, the efforts of Janie Bigelow and Peggy Yacovone are greatly appreciated. Questions regarding this data book as well as requests for special analyses should be directed to the author.

Stephen C. Zimmermann
Research Assistant
Division of Clinical Services

CHAPTER I

HOUSESTAFF STIPENDS AND RESIDENCY PROGRAM DATA

STIPENDS NATIONWIDE

Table 1 contains national housestaff stipend summary data for each of eight post-MD years. The 1989-90 mean first post-MD year stipend for all hospitals is $24,649. Each additional year of post-graduate training is associated with an increase of approximately $1,400 in the mean stipend value. Thus, 8th post-MD year housestaff earn about $10,000 more than 1st post-MD year housestaff. Table 2 displays stipend changes from 1988-89 to 1989-90, in dollars and percents. Mean first post-MD year stipends in 1989-90 are $920 (3.9 percent) higher than in 1988-89. On average, mean stipends are increasing by less than 4 percent for each post-MD year except the 7th. Table 3 traces mean first post-MD year stipends from 1968-69 to the current year (data not adjusted for inflation). The current increase of 3.9 percent is consistent with a 6 year trend of annual increases below 5 percent.

Table 4 adds an additional dimension by providing the increases associated with both a step to the next higher post-MD year and overall adjustments of stipend amounts. Thus, the total increase for a cohort of residents includes a step increase (the increase in payment received when entering the next post-MD level) and a base increase (the over-all average stipend increase associated with inflation for every post-MD year). The mean increase from the first post-MD year in 1988-89 to the second year in 1989-90 is $2,530 or 10.6 percent. The percent increase declines for each succeeding cohort, reaching 8.0 percent for the cohort of housestaff going from 7th to 8th post-MD years.

Figure 1 displays mean first post-MD year stipends for the four COTH regions: Northeast, South, Midwest, and West (see map in Appendix C) from 1979-80 to 1989-90. Regional stipend differentials largely reflect geographic cost of living differences.

Most hospitals (96.6 percent) provide the same cash stipends across all specialties, while almost three quarters of respondents provided higher compensation to chief residents (data not displayed). Most frequently, hospitals provide chief residents compensation of $1,000 or $2,000 above the base stipend payment for a given year. Other hospitals reported the amount as a separate annual stipend level, frequently one post-MD year step above other housestaff.

STIPENDS BY REGION AND OWNERSHIP

Stipend data by hospital region and ownership are displayed in Tables 5 (means), 6 (25th percentiles), 7 (medians), and 8 (75th percentiles). The five ownership groups are: state, municipal (including county, city, and district hospitals), church, other non-profit, and Veterans Administration. Table 9 reports the number of COTH hospitals responding to the stipend question, by these same categories. Regions are displayed across the top of the tables with data for all four regions combined at the far right. Ownership groups are listed on the left of the tables starting with data for all ownership groups combined. The inclusion of aggregate data facilitates comparison by a specific region or ownership group alone. For example, a municipal hospital in the South can examine data for all municipal hospitals in the South, for all municipal hospitals, or for all hospitals in the South. Readers should note in Table 9 the small number of respondents in some region and ownership combinations--especially municipal hospitals in the Midwest and West and church owned hospitals in the West.

STIPENDS BY CITY

Mean first post-MD year 1989-90 stipend data for 41 cities with 3 or more responding COTH members are displayed in Table 10. The table displays each city's mean stipend, the nationwide mean, and index values comparing each city's stipends with the nationwide mean. The index value of 1.05 for San Francisco, for example, shows that stipends in San Francisco are 5 percent higher than the nationwide mean. New York City had the highest mean stipend at $30,692.

STIPEND REGRESSION RESULTS

The format used to display data in Tables 5-8 reflects the results of ordinary least squares multivariate regression analyses. Table 11 exhibits the results of these analyses, regressing first post-MD year stipends on hospital region, ownership, affiliation, and bedsize. Geographic region is the single most important determinant of variation in stipends, followed by ownership. Affiliation and bedsize explained little variation in stipends and therefore are not reported in Table 11. The base salary ($26,285) is the average estimated 1st post-MD year stipend in Northeastern hospitals with other non-profit ownership (not church owned). The figures listed next to each characteristic represent the amount which must be added to or subtracted from the base in order to calculate stipends associated with different regional locations or ownership groups. Example (1) in Table 11 shows that a Southern Veterans Administration (VA) hospital would need to subtract $4,219 from the base for being in the South (and not in the Northeast) and add $678 to the base for being a VA hospital (and not an other non-profit hospital).

NUMBER OF HOUSESTAFF SURVEYED

Tables 12 and 13 classify housestaff (residents and fellows) at responding COTH hospitals by site of graduation--United States medical graduate (USMG) or foreign medical graduate (FMG)--and specialty training program, respectively. In both instances, hospitals reported the number of full-time equivalent (FTE) residents and fellows on-site at the hospital on average throughout the 1988-89 academic year. Table 12 distinguishes USMGs and FMGs separately by first year residents, all other residents, and fellows. More than 15 percent of all 1st post-MD year residents are FMGs, compared to 13 percent of all other residents (excluding fellows) nationwide.

Table 13 classifies all housestaff (USMGs and FMGs) by specialty training program. Columns in the table show the number of hospitals reporting housestaff in each training program, the mean number of housestaff in each program for hospitals reporting that program, the total number of housestaff by training program, and the percent distribution of housestaff among training programs. The 371 hospitals reporting complete program information had a mean of 160.9 housestaff per hospital. Totals in Tables 12 and 13 differ due to incomplete responses to the survey questions.

PERCENTAGE OF MINORITY HOUSESTAFF

Table 14 displays the percentage of under-represented minorities among housestaff. Under-represented minorities are defined as Black American, American Indian, Mexican American, or Mainland Puerto Rican. The table displays mean and median values by region and ownership. On average, under-represented minorities constitute nearly 8 percent of housestaff nationally. This varies from 6.1 percent in the Northeast to 10.3 percent in the South. Similarly, the proportion of under-represented minorities varies from 5.7 percent in church owned hospitals to 12.6 percent in municipal hospitals. The mean value of 24.8 for VA hospitals in the South includes a Puerto Rican COTH member with 100 percent Puerto Rican housestaff. If this hospital is excluded, the mean value drops to 12.2 percent for VA hospitals in the South.

RATIO OF HOUSESTAFF TO BEDS

Table 15 displays the ratio of housestaff to beds, showing mean and median values for region and ownership. There are important differences across ownership groups, with both church and Veterans Administration hospitals having a ratio of approximately .20 or 1 housestaff for every 5 beds. In contrast, state hospitals have 1 resident for every 2 beds. Unlike stipend data, the ratio of housestaff to beds varies substantially by hospital affiliation, as follows (number of respondents in parentheses):

Affiliation Relationship	Housestaff to Bed Ratio
University-Owned	.521 (52)
Major Affiliate	.270 (250)
Limited Affiliate	.187 (45)

Affiliation reflects relationships between hospitals and medical schools, with definitions derived from the Accreditation Council for Graduate Medical Education's (ACGME) Directory of Residency Training Programs. The table above distinguishes university-owned from other "major" affiliations, and combines the ACGME categories of "limited" and "graduate" into a single limited affiliate category.

Table 1

Nationwide Housestaff Stipends, 1989-90 and 1988-89

Year of Training	N	Mean	25th Percentile	Median	75th Percentile
1989-90					
1st Post-MD Year	356	$24,649	$22,880	$24,000	$26,000
2nd Post-MD Year	357	26,222	24,076	25,578	27,528
3rd Post-MD Year	357	27,659	25,300	26,747	29,000
4th Post-MD Year	350	29,043	26,400	28,167	30,575
5th Post-MD Year	344	30,409	27,500	29,484	32,337
6th Post-MD Year	284	31,867	28,500	30,982	34,776
7th Post-MD Year	179	32,954	29,635	32,000	36,300
8th Post-MD Year	54	34,540	30,580	33,108	38,461
1988-89					
1st Post-MD Year	366	$23,729	$22,000	$23,106	$24,939
2nd Post-MD Year	368	25,262	23,155	24,726	26,500
3rd Post-MD Year	368	26,662	24,300	25,901	27,800
4th Post-MD Year	359	27,964	25,370	27,140	29,358
5th Post-MD Year	354	29,276	26,450	28,441	31,164
6th Post-MD Year	291	30,737	27,458	29,834	33,336
7th Post-MD Year	173	31,624	28,262	30,824	33,750
8th Post-MD Year	51	33,324	28,900	32,316	37,825

Table 2

Changes in Nationwide Housestaff Stipends, in Dollars and Percents, 1988-89 to 1989-90

Year of Training	Mean	25th Percentile	Median	75th Percentile
Dollar Changes				
1st Post-MD Year	$920	$880	$894	$1,061
2nd Post-MD Year	960	921	852	1,028
3rd Post-MD Year	997	1,000	846	1,200
4th Post-MD Year	1,079	1,030	1,027	1,217
5th Post-MD Year	1,133	1,050	1,043	1,173
6th Post-MD Year	1,130	1,042	1,148	1,440
7th Post-MD Year	1,330	1,373	1,176	2,550
8th Post-MD Year	1,216	1,680	792	636
Percentage Changes				
1st Post-MD Year	3.88%	4.00%	3.87%	4.25%
2nd Post-MD Year	3.80	3.98	3.45	3.88
3rd Post-MD Year	3.74	4.12	3.27	4.32
4th Post-MD Year	3.86	4.06	3.78	4.15
5th Post-MD Year	3.87	3.97	3.67	3.76
6th Post-MD Year	3.68	3.79	3.85	4.32
7th Post-MD Year	4.21	4.86	3.82	7.56
8th Post-MD Year	3.65	5.81	2.45	1.68

Table 3

Mean First Year Housestaff Stipends and Changes from Prior Years, 1968-69 to 1989-90

Year	Mean	Change from Prior Year	
		Dollars	Percents
1989-90	$24,649	$ 920	3.9%
1988-89	23,729	1,013	4.6
1987-88	22,716	722	3.3
1986-87	21,994	538	2.5
1985-86	21,456	642	3.1
1984-85	20,814	895	4.5
1983-84	19,919	958	5.1
1982-83	18,961	1,320	7.5
1981-82	17,641	1,453	9.0
1980-81	16,188	1,335	9.0
1979-80	14,853	888	6.4
1978-79	13,965	779	5.9
1977-78	13,186	558	4.4
1976-77	12,628	943	8.1
1975-76	11,685	993	9.3
1974-75	10,692	578	5.7
1973-74	10,114	416	4.3
1972-73	9,698	500	5.4
1971-72	9,198	1,083	13.3
1970-71	8,115	790	10.8
1969-70	7,325	1,125	18.1
1968-69	6,200	--	--

Table 4

Changes in Nationwide Housestaff Stipends, in Dollars and Percents, Received by Cohorts of Residents, 1988-89 to 1989-90

Year of Training	Mean	25th Percentile	Median	75th Percentile
Dollar Changes				
1988-89 ----- 1989-90				
1st to 2nd Post-MD Year	$2,530	$1,934	$2,350	$2,972
2nd to 3rd Post-MD Year	2,455	1,975	2,301	2,906
3rd to 4th Post-MD Year	2,414	1,950	2,384	2,874
4th to 5th Post-MD Year	2,508	1,986	2,400	3,033
5th to 6th Post-MD Year	2,494	1,900	2,380	2,952
6th to 7th Post-MD Year	2,503	1,844	2,380	3,050
7th to 8th Post-MD Year	2,526	1,648	2,476	3,036
Percentage Changes				
1988-89 ----- 1989-90				
1st to 2nd Post-MD Year	10.6%	8.4%	9.9%	12.2%
2nd to 3rd Post-MD Year	9.7	8.2	9.4	11.3
3rd to 4th Post-MD Year	9.1	7.5	9.1	10.8
4th to 5th Post-MD Year	9.0	7.4	8.8	10.5
5th to 6th Post-MD Year	8.5	6.8	8.3	9.9
6th to 7th Post-MD Year	8.2	6.4	8.4	9.9
7th to 8th Post-MD Year	8.0	6.2	7.8	9.6

Figure 1

Mean First Post-MD Year Stipends

By Region, 1979-80 to 1989-90

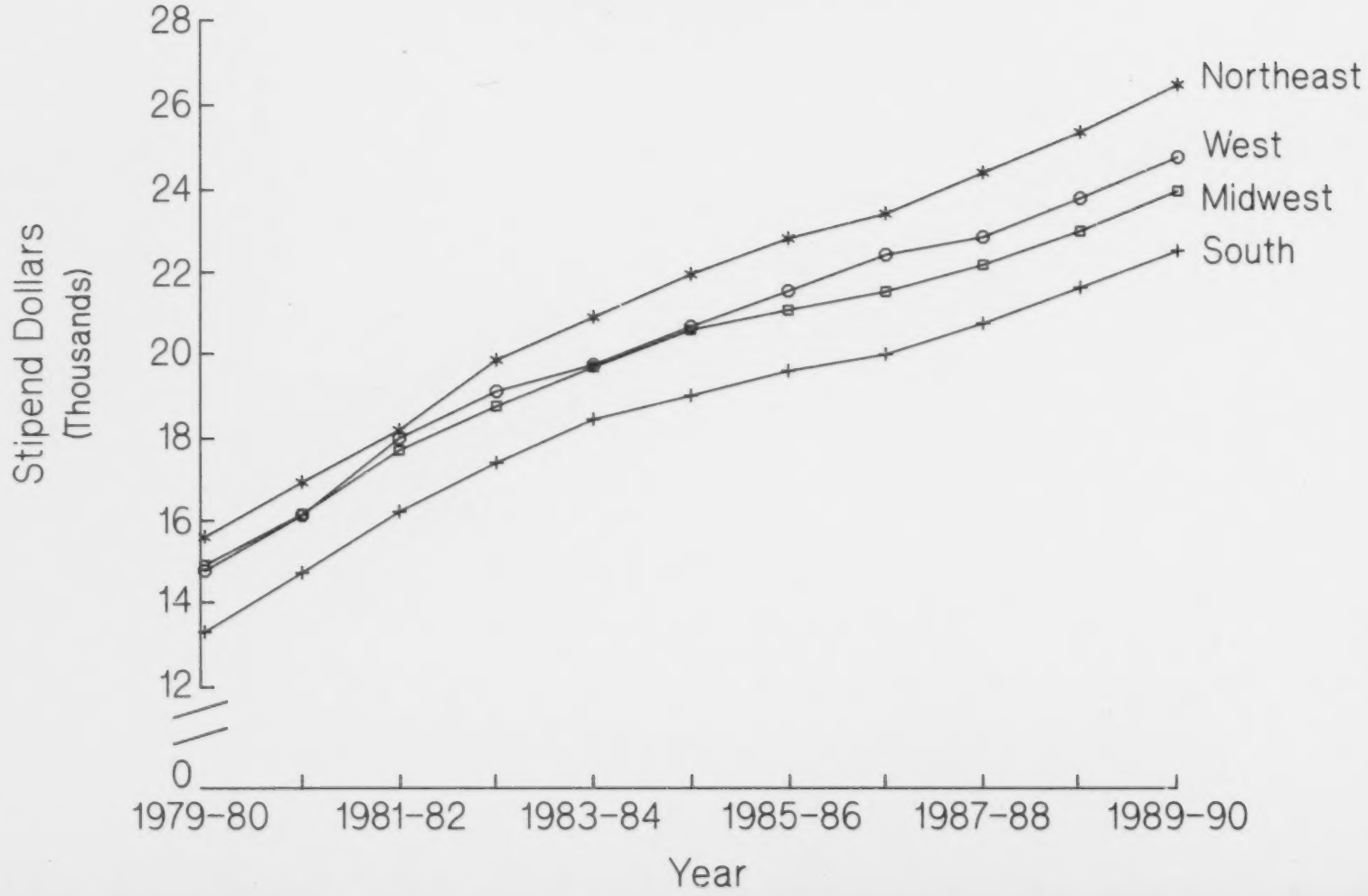


Table 5

Mean Housestaff Stipends by Region and Ownership, 1989-90

ALL HOSPITALS	REGION				
	Northeast	South	Midwest	West	ALL
1st Post-MD Year	$26,473	$22,477	$23,919	$24,729	$24,649
2nd Post-MD Year	28,229	23,619	25,058	27,459	26,222
3rd Post-MD Year	29,892	24,733	26,156	29,562	27,659
4th Post-MD Year	31,379	25,798	27,337	31,544	29,043
5th Post-MD Year	32,911	26,943	28,386	33,510	30,409
6th Post-MD Year	34,693	27,993	29,459	35,688	31,867
OWNERSHIP					
STATE					
1st Post-MD Year	$27,244	$22,349	$23,168	$24,710	$23,904
2nd Post-MD Year	29,110	23,451	24,363	26,947	25,419
3rd Post-MD Year	30,653	24,586	25,524	29,013	26,843
4th Post-MD Year	32,213	25,614	26,749	31,035	28,275
5th Post-MD Year	33,668	26,850	27,936	32,894	29,684
6th Post-MD Year	35,061	27,881	28,888	34,235	30,878
MUNICIPAL					
1st Post-MD Year	$30,042	$22,860	$22,618	$24,494	$24,759
2nd Post-MD Year	32,294	24,098	23,564	29,206	26,851
3rd Post-MD Year	34,923	25,223	24,478	31,454	28,500
4th Post-MD Year	36,044	26,326	25,234	33,669	29,917
5th Post-MD Year	37,293	27,488	26,259	35,675	31,249
6th Post-MD Year	38,480	28,558	27,271	38,675	32,661

Table 5 (Continued)

Mean Housestaff Stipends by Region and Ownership, 1989-90

OWNERSHIP	REGION				
CHURCH	Northeast	South	Midwest	West	ALL
1st Post-MD Year	$27,268	$22,898	$23,762	$23,057	$24,579
2nd Post-MD Year	29,145	24,091	24,912	25,354	26,014
3rd Post-MD Year	30,926	25,084	26,094	27,118	27,372
4th Post-MD Year	32,372	26,041	27,275	28,920	28,659
5th Post-MD Year	33,979	27,047	28,458	30,580	29,911
6th Post-MD Year	36,209	27,823	29,528	**	31,603
OTHER NON-PROFIT					
1st Post-MD Year	$25,889	$22,321	$24,155	$24,785	$24,843
2nd Post-MD Year	27,578	23,497	25,296	27,281	26,393
3rd Post-MD Year	29,165	24,658	26,380	29,328	27,829
4th Post-MD Year	30,659	25,819	27,568	31,104	29,236
5th Post-MD Year	32,224	27,019	28,525	33,165	30,645
6th Post-MD Year	33,897	28,133	29,724	35,836	32,200
VETERANS ADMINISTRATION					
1st Post-MD Year	$27,129	$22,346	$24,510	$25,304	$24,660
2nd Post-MD Year	28,924	23,411	25,650	27,820	26,194
3rd Post-MD Year	30,540	24,502	26,662	30,059	27,610
4th Post-MD Year	32,021	25,493	27,745	32,270	28,967
5th Post-MD Year	33,442	26,548	28,807	34,259	30,286
6th Post-MD Year	35,058	27,671	29,744	35,674	31,655

** - Too few respondents to report data.

Table 6

25th Percentile Housestaff Stipends by Region and Ownership, 1989-90

ALL HOSPITALS	REGION				
	Northeast	South	Midwest	West	ALL
1st Post-MD Year	$24,321	$21,644	$22,949	$23,556	$22,880
2nd Post-MD Year	26,120	22,732	24,000	25,764	24,076
3rd Post-MD Year	27,484	23,886	25,126	27,204	25,300
4th Post-MD Year	28,660	24,750	26,250	28,668	26,400
5th Post-MD Year	30,044	25,863	27,194	30,132	27,500
6th Post-MD Year	31,375	26,143	28,000	31,584	28,500
OWNERSHIP					
STATE					
1st Post-MD Year	$24,000	$21,600	$22,500	$22,197	$22,499
2nd Post-MD Year	25,000	22,475	23,320	24,000	23,500
3rd Post-MD Year	26,350	23,500	24,386	25,400	24,500
4th Post-MD Year	27,700	24,250	26,100	27,000	26,039
5th Post-MD Year	29,250	25,000	27,200	28,700	27,024
6th Post-MD Year	30,850	25,750	27,960	30,380	27,960
MUNICIPAL					
1st Post-MD Year	$27,223	$21,965	$22,142	$23,975	$22,260
2nd Post-MD Year	28,825	23,000	23,243	27,562	23,243
3rd Post-MD Year	30,427	24,014	24,064	29,353	24,322
4th Post-MD Year	32,042	25,043	24,435	31,209	25,197
5th Post-MD Year	33,645	26,214	25,089	33,000	26,270
6th Post-MD Year	35,248	27,145	25,743	39,503	27,395

Table 6 (Continued)

25th Percentile Housestaff Stipends by Region and Ownership, 1989-90

OWNERSHIP	REGION				
CHURCH	Northeast	South	Midwest	West	ALL
1st Post-MD Year	$25,287	$21,887	$23,000	$22,443	$23,000
2nd Post-MD Year	26,510	22,934	23,935	23,795	24,000
3rd Post-MD Year	27,945	23,869	25,000	25,230	25,230
4th Post-MD Year	29,300	24,613	26,000	26,749	26,350
5th Post-MD Year	30,700	25,391	27,000	28,371	27,300
6th Post-MD Year	34,800	26,100	27,750	**	28,000
OTHER NON-PROFIT					
1st Post-MD Year	$24,321	$21,644	$23,000	$23,748	$23,395
2nd Post-MD Year	26,120	22,776	24,274	26,127	24,500
3rd Post-MD Year	27,484	24,000	25,378	28,000	25,700
4th Post-MD Year	28,675	25,000	26,985	29,500	27,025
5th Post-MD Year	30,249	26,000	27,706	31,714	28,350
6th Post-MD Year	31,570	26,792	29,006	34,618	29,405
VETERANS ADMINISTRATION					
1st Post-MD Year	$24,100	$21,600	$22,949	$22,197	$22,500
2nd Post-MD Year	25,438	22,500	24,274	24,000	23,863
3rd Post-MD Year	26,850	23,000	25,324	25,411	24,970
4th Post-MD Year	28,380	23,900	26,395	27,512	26,059
5th Post-MD Year	29,499	24,874	27,706	29,197	27,200
6th Post-MD Year	31,069	25,500	28,503	30,673	28,357

** - Too few respondents to report data.

Table 7

Median (50th Percentile) Housestaff Stipends by Region and Ownership, 1989-90

ALL HOSPITALS	REGION				
	Northeast	South	Midwest	West	ALL
1st Post-MD Year	$26,000	$22,500	$23,700	$24,450	$24,000
2nd Post-MD Year	27,438	23,500	25,000	27,514	25,578
3rd Post-MD Year	28,880	24,758	26,250	29,222	26,747
4th Post-MD Year	30,385	25,550	27,448	30,632	28,167
5th Post-MD Year	32,102	26,683	28,480	33,000	29,484
6th Post-MD Year	34,500	27,851	29,325	37,800	30,982
OWNERSHIP					
STATE					
1st Post-MD Year	$27,179	$22,670	$23,155	$25,438	$23,155
2nd Post-MD Year	29,263	23,591	24,274	27,600	24,325
3rd Post-MD Year	30,652	24,939	25,300	29,652	25,515
4th Post-MD Year	31,925	26,039	26,348	31,684	26,993
5th Post-MD Year	33,431	27,233	27,503	33,516	28,385
6th Post-MD Year	34,820	28,457	28,300	34,842	29,790
MUNICIPAL					
1st Post-MD Year	$31,754	$22,500	$22,500	$23,977	$23,838
2nd Post-MD Year	34,429	23,500	23,320	29,611	25,139
3rd Post-MD Year	37,569	24,544	24,140	32,083	26,647
4th Post-MD Year	38,616	25,502	24,790	34,573	27,996
5th Post-MD Year	39,779	26,683	25,479	36,996	29,212
6th Post-MD Year	40,826	27,874	26,175	39,503	30,750

Table 7 (Continued)

Median (50th Percentile) Housestaff Stipends by Region and Ownership, 1989-90

OWNERSHIP / CHURCH	REGION				
	Northeast	South	Midwest	West	ALL
1st Post-MD Year	$26,809	$23,049	$23,700	$22,594	$23,816
2nd Post-MD Year	28,180	24,123	24,855	25,194	25,300
3rd Post-MD Year	29,561	25,086	25,917	27,378	26,613
4th Post-MD Year	31,144	25,887	27,025	29,479	28,000
5th Post-MD Year	33,596	26,994	28,175	31,164	29,348
6th Post-MD Year	35,811	27,920	29,254	**	31,007
OTHER NON-PROFIT					
1st Post-MD Year	$25,515	$22,118	$24,093	$24,649	$24,538
2nd Post-MD Year	27,075	23,398	25,300	26,728	26,175
3rd Post-MD Year	28,422	24,700	26,368	28,974	27,484
4th Post-MD Year	30,124	25,550	27,454	30,353	28,974
5th Post-MD Year	32,028	26,270	28,480	32,714	30,249
6th Post-MD Year	33,770	27,785	29,716	36,240	31,743
VETERANS ADMINISTRATION					
1st Post-MD Year	$26,953	$22,393	$24,098	$26,500	$23,916
2nd Post-MD Year	28,660	23,360	25,749	29,400	25,421
3rd Post-MD Year	30,236	24,843	26,901	32,100	26,674
4th Post-MD Year	31,764	25,610	28,101	34,700	28,101
5th Post-MD Year	33,057	26,740	29,327	36,900	29,337
6th Post-MD Year	34,909	27,733	29,954	38,100	30,787

** - Too few respondents to report data.

Table 8

75th Percentile Housestaff Stipends by Region and Ownership, 1989-90

ALL HOSPITALS	REGION				
	Northeast	South	Midwest	West	ALL
1st Post-MD Year	$28,233	$23,511	$25,046	$26,500	$26,000
2nd Post-MD Year	30,384	24,500	26,100	29,400	27,528
3rd Post-MD Year	32,235	25,713	27,225	32,100	29,000
4th Post-MD Year	34,272	27,200	28,425	34,700	30,575
5th Post-MD Year	35,311	28,719	29,518	36,900	32,337
6th Post-MD Year	37,500	29,768	30,992	39,000	34,776
OWNERSHIP					
STATE					
1st Post-MD Year	$31,556	$22,955	$23,625	$26,500	$24,375
2nd Post-MD Year	34,335	24,325	24,763	29,400	25,800
3rd Post-MD Year	36,303	25,825	26,370	32,100	27,204
4th Post-MD Year	38,271	27,004	27,980	34,700	28,668
5th Post-MD Year	40,239	28,417	29,327	36,900	30,132
6th Post-MD Year	42,207	29,665	29,988	38,100	31,584
MUNICIPAL					
1st Post-MD Year	$31,754	$23,838	$22,949	$25,138	$25,238
2nd Post-MD Year	34,429	25,100	23,507	29,615	29,611
3rd Post-MD Year	37,569	26,300	24,386	32,088	32,083
4th Post-MD Year	38,616	27,600	26,034	34,578	34,573
5th Post-MD Year	39,979	29,000	27,429	37,002	36,996
6th Post-MD Year	40,876	30,134	28,800	39,509	39,503

Table 8 (Continued)

75th Percentile Housestaff Stipends by Region and Ownership, 1989-90

OWNERSHIP / CHURCH	REGION				
	Northeast	South	Midwest	West	ALL
1st Post-MD Year	$29,579	$23,909	$24,688	$24,135	$25,641
2nd Post-MD Year	31,599	25,285	25,800	27,072	26,587
3rd Post-MD Year	33,621	26,507	27,400	28,745	27,945
4th Post-MD Year	35,643	27,798	28,475	30,532	29,859
5th Post-MD Year	36,567	29,131	29,500	32,206	31,164
6th Post-MD Year	39,672	28,500	31,022	**	34,800
OTHER NON-PROFIT					
1st Post-MD Year	$26,740	$23,177	$25,050	$25,800	$26,000
2nd Post-MD Year	28,938	24,340	26,200	28,324	27,500
3rd Post-MD Year	30,432	25,461	27,166	31,200	29,000
4th Post-MD Year	32,025	26,962	28,184	33,317	30,592
5th Post-MD Year	33,552	28,706	29,500	35,316	32,379
6th Post-MD Year	36,163	29,694	30,950	38,100	34,648
VETERANS ADMINISTRATION					
1st Post-MD Year	$30,086	$23,716	$25,531	$26,923	$26,500
2nd Post-MD Year	32,302	25,100	26,761	29,943	28,720
3rd Post-MD Year	34,052	26,300	27,951	32,375	30,233
4th Post-MD Year	36,102	27,600	29,074	34,808	31,233
5th Post-MD Year	37,652	28,791	30,350	37,239	32,352
6th Post-MD Year	39,158	30,159	31,595	39,085	34,909

** - Too few respondents to report data.

Table 9

Number of Respondents to Stipend Question by Region and Ownership, 1989-90

ALL HOSPITALS	REGION				
	Northeast	South	Midwest	West	ALL
1st Post-MD Year	133	80	99	44	356
2nd Post-MD Year	134	80	99	44	357
3rd Post-MD Year	134	80	99	44	357
4th Post-MD Year	131	79	95	45	350
5th Post-MD Year	128	79	92	45	344
6th Post-MD Year	103	67	75	39	284
OWNERSHIP					
STATE					
1st Post-MD Year	7	15	11	10	43
2nd Post-MD Year	7	15	11	10	43
3rd Post-MD Year	7	15	11	10	43
4th Post-MD Year	7	15	10	10	42
5th Post-MD Year	7	15	10	10	42
6th Post-MD Year	7	15	9	10	41
MUNICIPAL					
1st Post-MD Year	7	13	5	6	31
2nd Post-MD Year	7	13	5	6	31
3rd Post-MD Year	7	13	5	6	31
4th Post-MD Year	7	13	4	6	30
5th Post-MD Year	7	13	4	6	30
6th Post-MD Year	7	12	4	5	28

Table 9 (Continued)

Number of Respondents to Stipend Question by Region and Ownership, 1989-90

OWNERSHIP	REGION				
CHURCH	Northeast	South	Midwest	West	ALL
1st Post-MD Year	14	8	24	3	49
2nd Post-MD Year	14	8	24	3	49
3rd Post-MD Year	14	8	24	3	49
4th Post-MD Year	14	8	23	3	48
5th Post-MD Year	13	8	22	3	46
6th Post-MD Year	10	5	14	1	30
OTHER NON-PROFIT					
1st Post-MD Year	89	24	46	15	174
2nd Post-MD Year	90	24	46	15	175
3rd Post-MD Year	90	24	46	15	175
4th Post-MD Year	87	23	45	16	171
5th Post-MD Year	85	23	43	16	167
6th Post-MD Year	63	16	36	13	128
VETERANS ADMINISTRATION					
1st Post-MD Year	16	19	13	10	58
2nd Post-MD Year	16	19	13	10	58
3rd Post-MD Year	16	19	13	10	58
4th Post-MD Year	16	19	13	10	58
5th Post-MD Year	16	19	13	10	58
6th Post-MD Year	16	18	12	10	56

Table 10

Mean First Year Housestaff Stipends by City, 1989-90

CITY	Number	Mean First Year Stipend	Index Value
AKRON-CANTON-YOUNGSTOWN	5	$24,849	1.0081
ATLANTA	5	21,600	0.8763
ANN ARBOR	3	25,829	1.0479
BALTIMORE	6	23,316	0.9459
BOSTON	12	26,615	1.0798
BUFFALO	3	25,313	1.0269
CHICAGO	15	23,619	0.9582
CINCINNATI	3	23,623	0.9584
CLEVELAND	5	24,975	1.0132
COLUMBUS	4	24,190	0.9814
DALLAS	6	21,970	0.8913
DAYTON	5	24,106	0.9780
DETROIT	10	25,707	1.0429
GRAND RAPIDS	3	23,000	0.9331
HARTFORD	5	25,076	1.0173
HOUSTON	6	23,517	0.9541
INDIANAPOLIS	4	22,438	0.9103
KANSAS CITY	3	23,287	0.9447
LONG ISLAND	6	29,716	1.2056
LOS ANGELES	11	25,265	1.0245
MADISON	3	22,797	0.9249
MEMPHIS	4	22,025	0.8935
MIAMI	3	23,900	0.9696
MILWAUKEE	6	22,924	0.9300
MINNEAPOLIS	3	22,715	0.9215
NEWARK	4	29,101	1.1806
NEW ORLEANS	3	22,148	0.8985
NEW YORK	21	30,692	1.2452
PHILADELPHIA	15	26,140	1.0605
PHOENIX	3	24,264	0.9844
PITTSBURGH	10	24,736	1.0035
PORTLAND	3	22,279	0.9039
PROVIDENCE	4	23,398	0.9492
ROCHESTER	4	23,300	0.9453
ST. LOUIS	7	24,541	0.9956
SAN DIEGO	3	26,539	1.0768
SAN FRANCISCO	7	25,982	1.0541
SEATTLE	3	24,288	0.9854
WASHINGTON, DC	7	24,188	0.9813
WICHITA	3	23,700	0.9615
WORCESTER	3	24,399	0.9899
ALL OTHER CITIES	117	23,724	0.9625
Nationwide	356	24,649	1.0000

Table 11

First Year Housestaff Stipend Differentials Associated with Region and Ownership, 1989-90

Base Salary (Mean): $26,285

Characteristics: Housestaff in a Northeast, Other Non-Profit Hospital

Differentials Associated With:

Region		Ownership	
0	if Northeast	0	if Other Non-Profit
- $4,219	if South	+ $ 210	if State
- 2,625	if Midwest	+ 1,039	if Municipal
- 1,927	if West	+ 386	if Church
		+ 678	if Veterans Admin.

Examples:

(1) Housestaff in Southern, Veterans Administration hospital.

$26,285	-	$4,219	+	$678	=	$22,744
(Base)		(South)		(VA)		

(2) Housestaff in Midwestern, State hospital.

$26,285	-	$2,625	+	$210	=	$23,870
(Base)		(Midwest)		(State)		

NOTE: Regression analyses on 1989-90 housestaff stipend data have shown that hospital medical school affiliation and bed size are not significantly related to stipend variation. Therefore tables with these values are not presented.

Table 12

Nationwide Distribution of Housestaff by Site of Graduation (United States or Foreign Medical School), 1988-89

NATIONWIDE

	United States Medical Graduates	Foreign Medical Graduates	Total Housestaff
1st Year Residents	10,581	1,956	12,537
Other Residents	29,265	4,341	33,606
Fellows	4,512	1,522	6,034
Total	44,358	7,819	52,177
	Percentage Housestaff Distribution By U.S. and Foreign Medical Graduates		
1st Year Residents	84.4%	15.6%	100%
Other Residents	87.1	12.9	100
Fellows	74.8	25.2	100
Total	85.0	15.0	100
	Percentage Housestaff Distribution By First Year, All Other Years, and Fellows		
1st Year Residents	23.8%	25.0%	24.0%
Other Residents	66.0	55.5	64.4
Fellows	10.2	19.5	11.6
Total	100.0	100.0	100.0

Table 13

Nationwide Distribution of Housestaff by Specialty Training Program, 1988-89

Training Program	Hospitals With Program	Mean Per Hospital	Total Housestaff Number	Total Housestaff Percent
Allergy & Immunology	64	2.61	167	0.28%
Anesthesiology	233	15.50	3,613	6.05
Colon & Rectal Surgery	17	2.25	38	0.06
Dentistry-Oral Surgery	197	6.07	1,196	2.00
Dermatology	158	4.02	635	1.06
Emergency Medicine	91	11.70	1,064	1.78
Family Practice	178	12.75	2,269	3.80
Internal Medicine	352	50.03	17,612	29.50
Neurological Surgery	158	3.84	607	1.02
Neurology	208	6.39	1,329	2.23
Nuclear Medicine	87	1.75	152	0.25
Obstetrics-Gynecology	241	13.16	3,171	5.31
Ophthalmology	221	5.65	1,248	2.09
Orthopaedic Surgery	275	7.47	2,053	3.44
Otolaryngology	185	4.22	781	1.31
Pathology	254	7.85	1,995	3.34
Pediatrics	213	26.00	5,539	9.28
Physical Medicine-Rehab	121	5.04	610	1.02
Plastic Surgery	165	2.06	339	0.57
Preventive Medicine	20	4.04	81	0.14
Psychiatry	240	14.72	3,532	5.92
Radiology	263	11.24	2,955	4.95
Radiation Oncology	87	4.49	391	0.65
Surgery	337	17.42	5,869	9.83
Thoracic Surgery	130	2.33	303	0.51
Urology	213	3.68	783	1.31
Transitional	90	7.64	687	1.15
Other Specialty	82	8.32	682	1.14
ALL HOSPITALS	371	160.92	59,702	100.00%

Table 14

Minorities as a Percentage of Housestaff by Region and Ownership, 1988-89

	Northeast	South	Midwest	West	ALL
	MEAN VALUES				
	REGION				
ALL HOSPITALS	6.1%	10.3%	7.1%	9.3%	7.6%
OWNERSHIP					
State	7.4	6.4	6.6	10.1	7.5
Municipal	17.9	9.5	9.4	16.3	12.6
Church	7.2	1.2	5.6	4.7	5.7
Other Non-Profit	5.0	10.0	7.3	6.9	6.4
Veterans Admin.	6.2	24.8	8.4	8.6	11.7
	MEDIAN VALUES				
ALL HOSPITALS	4.8%	4.6%	4.7%	5.5%	4.8%
OWNERSHIP					
State	6.2	5.1	5.4	6.0	5.7
Municipal	14.5	6.0	8.2	8.4	8.1
Church	5.9	1.4	4.1	5.1	4.8
Other Non-Profit	3.9	2.9	4.7	4.8	4.0
Veterans Admin.	4.6	14.4	4.3	5.6	5.9

Table 15

Ratio of Housestaff to Beds by Region and Ownership, 1988-89

	MEAN VALUES				
	REGION				
	Northeast	South	Midwest	West	ALL
ALL HOSPITALS	.290	.274	.286	.374	.297
OWNERSHIP					
State	.561	.505	.549	.601	.551
Municipal	.460	.280	.342	.534	.381
Church	.208	.199	.163	.249	.190
Other Non-Profit	.285	.250	.301	.290	.284
Veterans Admin.	.203	.178	.210	.222	.199
	MEDIAN VALUES				
ALL HOSPITALS	.242	.221	.235	.348	.243
OWNERSHIP					
State	.543	.517	.559	.595	.553
Municipal	.433	.269	.346	.532	.382
Church	.178	.133	.161	.180	.167
Other Non-Profit	.242	.190	.259	.263	.245
Veterans Admin.	.209	.174	.226	.203	.205

CHAPTER II

HOUSESTAFF BENEFITS AND POLICIES

HEALTH INSURANCE PREMIUMS

Table 16 contains data on hospital contributions to health insurance premiums for housestaff and dependents. Hospitals indicated that they: i) fully paid or ii) partially paid premiums, or iii) did not provide insurance. Seventy percent of respondents fully pay housestaff health insurance premiums. In contrast, about 51 percent of respondent fully pay premiums for dependents. Municipal and other non-profit hospitals have the highest fully paid coverage for housestaff at nearly 80 percent. Occasionally, a hospital indicated "fully paid" even though an entity besides the hospital (i.e. the school) was paying the housestaff premiums. Conversely, a hospital might have indicated "not provided" although housestaff receive this benefit through a non-hospital source. All tables in Chapter II (except Table 23) report benefit data by region and ownership. Readers should note that the number of respondents is very low for some groups of hospitals (see Table 9).

HEALTH BENEFITS

Health benefits include hospitalization (including inpatient physician services and major medical including some portion of outpatient services), dental services, prescription drugs, and hospital employee health service programs (Table 17). Hospitals were asked whether a given benefit was "covered" or "not covered." Instances where respondents indicated that housestaff had to pay a small deductible to receive a benefit were entered as "covered." Data are presented by three groups: provided to housestaff and dependents, provided to housestaff only, and not provided. Hospitalization is provided to 94.7 percent of housestaff and dependents with an additional 5.1 percent receiving this benefit for housestaff only. Church-owned hospitals are most likely (82.0 percent) and municipal hospitals least likely (54.5 percent) to provide dental coverage to housestaff and dependents.

OTHER BENEFITS

Other benefits include: life insurance, disability insurance, parking, housing, and psychiatric counseling or psychological support (Table 18), as well as meals when working and when on call (Table 19). Both tables present data as in Table 16 (i.e. fully paid by hospital, partially paid by hospital, and not covered). Although hospitals in the Midwest have the highest percentage of respondents paying the full cost of life insurance (80.4 percent), hospitals in the South have the highest rate (72.3 percent plus 18.1 percent) of respondents fully or partially paying the costs of life insurance. Private hospitals (church or other non-profit) are more likely to fully or partially pay the costs of disability insurance than are public hospitals (state, municipal, or VA). More than 86 percent of respondents either fully or partially pay for housestaff meals when on call (Table 19).

VACATION AND SEMINAR TIME

Tables 20 and 21 report data on the amount of vacation first and second year housestaff receive during a year. Responses were grouped as: two weeks or less, between two and four weeks, and four weeks or more. Among all respondents, 37.9 percent of first year housestaff and 59.2 percent of second year housestaff receive between two and four weeks vacation . The mean values are 2.82 weeks for first year housestaff and 3.18 weeks for second year housestaff (data not shown).

Hospitals also indicated the number of days that first and second year housestaff may spend at off-site educational seminars. These results are displayed in Table 22 as: less than five days, five days, and more than five days. In addition, hospitals were asked if they contribute a per-diem stipend or cover the registration costs for seminars. Most hospitals providing such funds reported a set amount to cover these expenses. Hospital contributions have a mean value of $632 although the most prevalent response was $500. Senior housestaff are more likely to attend seminars and hospital contributions may increase with post-MD year.

RESPONSES TO POLICY AND OTHER SELECTED BENEFIT QUESTIONS

Table 23 contains responses to assorted hospital housestaff policy and benefit questions. Issues include policies on housestaff hours, housestaff supervision, procedures to review the quality of hospital sponsored residency training programs, and the deferment of loans by students. Benefits include alternative health plans, pension plans, parental leave, and day care for children of housestaff. In four areas (housestaff hours, pension plans, parental leave, and day care), respondents were queried further as follows. Of the 134 hospitals reporting a policy on the number of hours housestaff may be assigned, 105 provided data. More than 86 percent (91 hospitals) indicated a maximum of 80 hours per week. Three other hospitals (2.9 percent) reported a maximum of 320 hours averaged over a four week period.

One hundred ninety-two hospitals reported providing housestaff a choice of alternative health insurance plans, and 79.7 percent of these reported the number of plans as 2, 3, 4, or 5. Other responses ranged from 6 to 37 plans to choose among, with 10 hospitals reporting housestaff as having 20 or more plan choices.

Parental (or maternity) leave policies are varied across COTH members, and such leave may be with or without pay. Many hospitals have a six week period of paid parental leave, although many in this group also require housestaff to exhaust available sick and possibly vacation leave at the start of the leave period. Many hospitals also allow an extension (without pay, but with benefits) of the leave period, and there usually is a statement indicating the possibility of training program extension if necessary to satisfy specialty board or departmental training requirements.

The costs of day care for the children of housestaff vary widely among different geographic areas and with the age of the child. Many hospitals reported separate day care costs by the ages of children, and the data below represent the highest reported figure (frequently that for infants). The 54 hospitals reporting costs of day care by weekly rates had an average cost of $90.67, with a range from $50.00-150.00. Eleven hospitals reported rates on a monthly scale and had an average cost of $409.82. The 14 hospitals reporting on a daily scale had an average cost of $16.00. Finally, 4 hospitals had an average cost of $2.42 for day care by the hour.

The predominate starting time of day care for children of housestaff was 6:00 or 6:30 A.M. (71 percent) among 89 respondents. Other responses ranged between 5:30 and 8:00 A.M. Day care usually was available until 5:30 or 6:00 P.M. (53 percent), although 10 hospitals (11 percent) had day care available until 11:30 P.M. or midnight. The number of hours day care was available among these 89 respondents ranged from 9 to 18.5 hours, with a mean of 12.3 hours. Fifty hospitals (56 percent) had day care available between 11 and 12 hours, although 10 hospitals (11 percent) had 17.5 or more hours of day care available.

Table 16

Percent of Hospitals Contributing to Health Insurance Premium by Region and Ownership, 1989-90

ALL HOSPITALS	REGION				
	Northeast	South	Midwest	West	ALL
Housestaff					
Full Cost	69.1	61.9	76.2	68.1	69.3
Part of Cost	30.2	34.5	23.8	31.9	29.6
None of Cost	0.7	3.6	0.0	0.0	1.1
Dependents					
Full Cost	58.2	28.0	58.3	53.2	50.7
Part of Cost	40.3	41.5	38.5	36.2	39.6
None of Cost	1.5	30.5	3.1	10.6	9.7
OWNERSHIP					
STATE					
Housestaff					
Full Cost	42.9	53.3	70.0	60.0	57.1
Part of Cost	57.1	40.0	30.0	40.0	40.5
None of Cost	0.0	6.7	0.0	0.0	2.4
Dependents					
Full Cost	28.6	7.1	62.5	50.0	33.3
Part of Cost	71.4	42.9	37.5	50.0	48.7
None of Cost	0.0	50.0	0.0	0.0	17.9
MUNICIPAL					
Housestaff					
Full Cost	57.1	84.6	100.0	66.7	78.8
Part of Cost	42.9	7.7	0.0	33.3	18.2
None of Cost	0.0	7.7	0.0	0.0	3.0
Dependents					
Full Cost	57.1	53.8	57.1	16.7	48.5
Part of Cost	42.9	15.4	28.6	66.7	33.3
None of Cost	0.0	30.8	14.3	16.7	18.2

Table 16 (Continued)

Percent of Hospitals Contributing to Health Insurance Premium by Region and Ownership, 1989-90

OWNERSHIP / CHURCH	REGION				
	Northeast	South	Midwest	West	ALL
Housestaff					
Full Cost	71.4	88.9	66.7	75.0	72.5
Part of Cost	28.6	11.1	33.3	25.0	27.5
None of Cost	0.0	0.0	0.0	0.0	0.0
Dependents					
Full Cost	64.3	11.1	62.5	100.0	56.9
Part of Cost	35.7	55.6	37.5	0.0	37.3
None of Cost	0.0	33.3	0.0	0.0	5.9
OTHER NON-PROFIT					
Housestaff					
Full Cost	77.7	60.0	81.3	87.5	77.0
Part of Cost	22.3	36.0	18.8	12.5	22.4
None of Cost	0.0	4.0	0.0	0.0	0.5
Dependents					
Full Cost	65.2	32.0	59.6	62.5	58.9
Part of Cost	33.7	48.0	38.3	25.0	36.1
None of Cost	1.1	20.0	2.1	12.5	5.0
VETERANS ADMINISTRATION					
Housestaff					
Full Cost	35.3	42.9	66.7	45.5	45.9
Part of Cost	58.8	57.1	33.3	54.5	52.5
None of Cost	5.9	0.0	0.0	0.0	1.6
Dependents					
Full Cost	21.4	28.6	40.0	45.5	32.1
Part of Cost	71.4	42.9	50.0	36.4	50.0
None of Cost	7.1	28.6	10.0	18.2	17.9

Table 17

Health Benefits Provided to Housestaff and Dependents by Region and Ownership, 1989-90

	REGION				
ALL HOSPITALS	Northeast	South	Midwest	West	ALL
Hospitalization					
Housestaff & Depend.	98.5	85.5	95.9	95.6	94.7
Housestaff Only	1.5	13.2	4.1	4.4	5.1
Not Provided	0.0	1.3	0.0	0.0	0.3
Dental					
Housestaff & Depend.	75.4	41.7	70.1	86.0	68.2
Housestaff Only	7.5	16.7	4.1	7.0	8.4
Not Provided	17.2	41.7	25.8	7.0	23.4
Drug Prescriptions					
Housestaff & Depend.	82.2	78.1	90.7	78.6	83.3
Housestaff Only	3.7	12.3	4.1	9.5	6.3
Not Provided	14.1	9.6	5.2	11.9	10.4
Hospital Employee Health Service					
Housestaff & Depend.	33.3	16.7	33.0	30.8	29.2
Housestaff Only	60.7	61.5	57.1	48.7	58.6
Not Provided	5.9	21.8	9.9	20.5	12.2
OWNERSHIP					
STATE					
Hospitalization					
Housestaff & Depend.	100.0	78.6	90.9	100.0	90.5
Housestaff Only	0.0	21.4	9.1	0.0	9.5
Dental					
Housestaff & Depend.	100.0	15.4	72.7	90.0	63.4
Housestaff Only	0.0	38.5	9.1	10.0	17.1
Not Provided	0.0	46.2	18.2	0.0	19.5
Drug Prescriptions					
Housestaff & Depend.	85.7	64.3	90.9	80.0	78.6
Housestaff Only	0.0	21.4	9.1	10.0	11.9
Not Provided	14.3	14.3	0.0	10.0	9.5
Hospital Employee Health Service					
Housestaff & Depend.	57.1	14.3	36.4	44.4	34.1
Housestaff Only	42.9	78.6	45.5	22.2	51.2
Not Provided	0.0	7.1	18.2	33.3	14.6

Table 17 (Continued)

Health Benefits Provided to Housestaff and Dependents by Region and Ownership, 1989-90

OWNERSHIP	REGION				
MUNICIPAL	Northeast	South	Midwest	West	ALL
Hospitalization					
Housestaff & Depend.	100.0	100.0	85.7	83.3	93.9
Housestaff Only	0.0	0.0	14.3	16.7	6.1
Dental					
Housestaff & Depend.	71.4	38.5	42.9	83.3	54.5
Housestaff Only	0.0	7.7	14.3	16.7	9.1
Not Provided	28.6	53.8	42.9	0.0	36.4
Drug Prescriptions					
Housestaff & Depend.	71.4	92.3	83.3	50.0	78.1
Housestaff Only	14.3	0.0	16.7	33.3	12.5
Not Provided	14.3	7.7	0.0	16.7	9.4
Hospital Employee Health Service					
Housestaff & Depend.	14.3	23.1	33.3	33.3	25.0
Housestaff Only	71.4	61.5	50.0	66.7	62.5
Not Provided	14.3	15.4	16.7	0.0	12.5
CHURCH					
Hospitalization					
Housestaff & Depend.	100.0	100.0	100.0	100.0	100.0
Dental					
Housestaff & Depend.	85.7	62.5	87.5	75.0	82.0
Housestaff Only	0.0	0.0	4.2	0.0	2.0
Not Provided	14.3	37.5	8.3	25.0	16.0
Drug Prescriptions					
Housestaff & Depend.	64.3	100.0	87.5	100.0	84.0
Housestaff Only	7.1	0.0	4.2	0.0	4.0
Not Provided	28.6	0.0	8.3	0.0	12.0
Hospital Employee Health Service					
Housestaff & Depend.	15.4	11.1	30.4	0.0	21.3
Housestaff Only	84.6	66.7	69.6	50.0	72.3
Not Provided	0.0	22.2	0.0	50.0	6.4

Table 17 (Continued)

Health Benefits Provided to Housestaff and Dependents by Region and Ownership, 1989-90

OWNERSHIP	REGION				
OTHER NON-PROFIT	Northeast	South	Midwest	West	ALL
Hospitalization					
Housestaff & Depend.	97.9	83.3	97.8	93.3	95.6
Housestaff Only	2.1	12.5	2.2	6.7	3.9
Not Provided	0.0	4.2	0.0	0.0	0.6
Dental					
Housestaff & Depend.	72.3	54.2	66.7	86.7	69.7
Housestaff Only	10.6	12.5	2.2	6.7	8.4
Not Provided	17.0	33.3	31.1	6.7	21.9
Drug Prescriptions					
Housestaff & Depend.	86.3	83.3	93.5	78.6	87.2
Housestaff Only	3.2	12.5	2.2	0.0	3.9
Not Provided	10.5	4.2	4.3	21.4	8.9
Hospital Employee Health Service					
Housestaff & Depend.	35.8	25.0	34.1	20.0	32.6
Housestaff Only	57.9	50.0	53.7	60.0	56.0
Not Provided	6.3	25.0	12.2	20.0	11.4
VETERANS ADMINISTRATION					
Hospitalization					
Housestaff & Depend.	100.0	75.0	90.0	100.0	89.8
Housestaff Only	0.0	25.0	10.0	0.0	10.2
Dental					
Housestaff & Depend.	75.0	35.7	60.0	87.5	61.4
Housestaff Only	0.0	21.4	0.0	0.0	6.8
Not Provided	25.0	42.9	40.0	12.5	31.8
Drug Prescriptions					
Housestaff & Depend.	75.0	57.1	90.0	87.5	75.0
Housestaff Only	0.0	21.4	0.0	12.5	9.1
Not Provided	25.0	21.4	10.0	0.0	15.9
Hospital Employee Health Service					
Housestaff & Depend.	30.8	5.6	30.0	42.9	22.9
Housestaff Only	61.5	61.1	60.0	42.9	58.3
Not Provided	7.7	33.3	10.0	14.3	18.8

Table 18

Other Benefits Provided to Housestaff by Region and Ownership, 1989-90

ALL HOSPITALS	REGION				
	Northeast	South	Midwest	West	ALL
Life Insurance					
Full Cost	78.4	72.3	80.4	52.1	74.2
Part of Cost	7.9	18.1	5.9	18.8	11.0
Not Provided	13.7	9.6	13.7	29.2	14.8
Disability Insurance					
Full Cost	64.7	63.1	70.6	46.8	63.7
Part of Cost	7.9	8.3	5.9	14.9	8.3
Not Provided	27.3	28.6	23.5	38.3	28.0
Parking					
Full Cost	54.7	69.4	71.8	60.4	63.5
Part of Cost	21.2	14.1	6.8	8.3	13.9
Not Provided	24.1	16.5	21.4	31.3	22.5
Housing					
Full Cost	2.9	1.3	2.0	2.2	2.2
Part of Cost	19.4	5.1	12.2	8.9	13.0
Not Provided	77.7	93.7	85.7	88.9	84.8
Psychiatric Counseling or Psychological Support					
Full Cost	61.9	44.4	62.6	56.8	57.5
Part of Cost	20.1	17.3	29.3	27.3	22.9
Not Provided	17.9	38.3	8.1	15.9	19.6
OWNERSHIP					
STATE					
Life Insurance					
Full Cost	57.1	60.0	60.0	50.0	57.1
Part of Cost	0.0	26.7	10.0	30.0	19.0
Not Provided	42.9	13.3	30.0	20.0	23.8
Disability Insurance					
Full Cost	28.6	60.0	40.0	30.0	42.9
Part of Cost	0.0	0.0	10.0	10.0	4.8
Not Provided	71.4	40.0	50.0	60.0	52.4
Parking					
Full Cost	33.3	53.3	20.0	10.0	31.7
Part of Cost	16.7	26.7	10.0	10.0	17.1
Not Provided	50.0	20.0	70.0	80.0	51.2
Housing					
Part of Cost	0.0	0.0	10.0	0.0	2.4
Not Provided	100.0	100.0	90.0	100.0	97.6
Psychiatric Counseling or Psychological Support					
Full Cost	66.7	40.0	66.7	66.7	56.4
Part of Cost	0.0	13.3	22.2	33.3	17.9
Not Provided	33.3	46.7	11.1	0.0	25.6

Table 18 (Continued)

Other Benefits Provided to Housestaff by Region and Ownership, 1989-90

OWNERSHIP	REGION				
MUNICIPAL	Northeast	South	Midwest	West	ALL
Life Insurance					
Full Cost	57.1	84.6	71.4	66.7	72.7
Part of Cost	0.0	0.0	0.0	16.7	3.0
Not Provided	42.9	15.4	28.6	16.7	24.2
Disability Insurance					
Full Cost	42.9	84.6	42.9	50.0	60.6
Part of Cost	0.0	0.0	0.0	16.7	3.0
Not Provided	57.1	15.4	57.1	33.3	36.4
Parking					
Full Cost	71.4	53.8	71.4	100.0	69.7
Part of Cost	0.0	7.7	14.3	0.0	6.1
Not Provided	28.6	38.5	14.3	0.0	24.2
Housing					
Full Cost	0.0	0.0	0.0	16.7	3.1
Part of Cost	28.6	16.7	0.0	16.7	15.6
Not Provided	71.4	83.3	100.0	66.7	81.3
Psychiatric Counseling or Psychological Support					
Full Cost	85.7	61.5	66.7	83.3	71.9
Part of Cost	0.0	15.4	16.7	16.7	12.5
Not Provided	14.3	23.1	16.7	0.0	15.6
CHURCH					
Life Insurance					
Full Cost	78.6	88.9	87.5	75.0	84.3
Part of Cost	0.0	11.1	4.2	0.0	3.9
Not Provided	21.4	0.0	8.3	25.0	11.8
Disability Insurance					
Full Cost	71.4	50.0	87.5	75.0	76.0
Part of Cost	7.1	12.5	8.3	0.0	8.0
Not Provided	21.4	37.5	4.2	25.0	16.0
Parking					
Full Cost	35.7	77.8	100.0	75.0	76.5
Part of Cost	57.1	11.1	0.0	25.0	19.6
Not Provided	7.1	11.1	0.0	0.0	3.9
Housing					
Full Cost	0.0	0.0	10.0	0.0	4.4
Part of Cost	21.4	12.5	25.0	0.0	20.0
Not Provided	78.6	87.5	65.0	100.0	75.6
Psychiatric Counseling or Psychological Support					
Full Cost	61.5	50.0	79.2	50.0	67.3
Part of Cost	23.1	37.5	20.8	50.0	26.5
Not Provided	15.4	12.5	0.0	0.0	6.1

Table 18 (Continued)

Other Benefits Provided to Housestaff by Region and Ownership, 1989-90

OWNERSHIP	REGION				
OTHER NON-PROFIT	Northeast	South	Midwest	West	ALL
Life Insurance					
Full Cost	92.6	91.3	91.7	62.5	89.5
Part of Cost	3.2	8.7	2.1	0.0	3.3
Not Provided	4.3	0.0	6.3	37.5	7.2
Disability Insurance					
Full Cost	71.6	76.0	77.1	60.0	72.7
Part of Cost	10.5	8.0	4.2	20.0	9.3
Not Provided	17.9	16.0	18.8	20.0	18.0
Parking					
Full Cost	55.3	72.0	68.8	68.8	62.3
Part of Cost	21.3	20.0	10.4	12.5	17.5
Not Provided	23.4	8.0	20.8	18.8	20.2
Housing					
Full Cost	3.2	0.0	0.0	0.0	1.7
Part of Cost	23.2	4.3	12.8	14.3	17.3
Not Provided	73.7	95.7	87.2	85.7	81.0
Psychiatric Counseling or Psychological Support					
Full Cost	64.5	43.5	57.4	38.5	58.0
Part of Cost	21.5	21.7	38.3	46.2	27.8
Not Provided	14.0	34.8	4.3	15.4	14.2
VETERANS ADMINISTRATION					
Life Insurance					
Full Cost	18.8	45.5	46.2	25.0	34.9
Part of Cost	50.0	36.4	23.1	41.7	38.1
Not Provided	31.3	18.2	30.8	33.3	27.0
Disability Insurance					
Full Cost	43.8	40.9	53.8	33.3	42.9
Part of Cost	0.0	18.2	7.7	16.7	11.1
Not Provided	56.3	40.9	38.5	50.0	46.0
Parking					
Full Cost	68.8	81.8	71.4	66.7	73.4
Part of Cost	0.0	4.5	0.0	0.0	1.6
Not Provided	31.3	13.6	28.6	33.3	25.0
Housing					
Full Cost	6.3	4.8	0.0	0.0	3.2
Part of COst	0.0	0.0	0.0	8.3	1.6
Not Provided	93.8	95.2	100.0	91.7	95.2
Psychiatric Counseling or Psychological Support					
Full Cost	33.3	33.3	46.2	58.3	41.0
Part of Cost	26.7	9.5	23.1	0.0	14.8
Not Provided	40.0	57.1	30.8	41.7	44.3

Table 19

Provision of Meals to Housestaff by Region and Ownership, 1989-90

ALL HOSPITALS	REGION				
	Northeast	South	Midwest	West	ALL
Meals When Working					
Full Cost	21.8	16.0	28.9	30.8	23.4
Part of Cost	16.5	17.3	22.2	12.8	17.8
Not Provided	61.7	66.7	48.9	56.4	58.8
Meals When On Call					
Full Cost	62.6	65.0	76.5	78.7	69.0
Part of Cost	18.7	15.0	17.6	14.9	17.1
Not Provided	18.7	20.0	5.9	6.4	13.9
OWNERSHIP					
STATE					
Meals When Working					
Full Cost	0.0	13.3	11.1	11.1	10.0
Part of Cost	14.3	20.0	22.2	11.1	17.5
Not Provided	85.7	66.7	66.7	77.8	72.5
Meals When On Call					
Full Cost	42.9	53.3	80.0	70.0	61.9
Part of Cost	42.9	40.0	10.0	20.0	28.6
Not Provided	14.3	6.7	10.0	10.0	9.5
MUNICIPAL					
Meals When Working					
Full Cost	71.4	16.7	42.9	83.3	46.9
Part of Cost	14.3	25.0	14.3	0.0	15.6
Not Provided	14.3	58.3	42.9	16.7	37.5
Meals When On Call					
Full Cost	71.4	61.5	71.4	83.3	69.7
Part of Cost	14.3	7.7	28.6	16.7	15.2
Not Provided	14.3	30.8	0.0	0.0	15.2

Table 19 (Continued)

Provision of Meals to Housestaff by Region and Ownership, 1989-90

OWNERSHIP

CHURCH	REGION				
	Northeast	South	Midwest	West	ALL
Meals When Working					
Full Cost	21.4	16.7	52.6	0.0	34.1
Part of Cost	14.3	33.3	31.6	50.0	26.8
Not Provided	64.3	50.0	15.8	50.0	39.0
Meals When On Call					
Full Cost	64.3	62.5	87.0	75.0	75.5
Part of Cost	14.3	12.5	13.0	25.0	14.3
Not Provided	21.4	25.0	0.0	0.0	10.2
OTHER NON-PROFIT					
Meals When Working					
Full Cost	18.0	33.3	24.4	25.0	22.1
Part of Cost	20.2	19.0	24.4	25.0	21.5
Not Provided	61.8	47.6	51.2	50.0	56.4
Meals When On Call					
Full Cost	58.5	63.6	72.9	81.3	65.0
Part of Cost	21.3	9.1	20.8	18.8	19.4
Not Provided	20.2	27.3	6.3	0.0	15.6
VETERANS ADMINISTRATION					
Meals When Working					
Full Cost	31.3	0.0	14.3	30.0	16.4
Part of Cost	0.0	4.8	7.1	0.0	3.3
Not Provided	68.8	95.2	78.6	70.0	80.3
Meals When On Call					
Full Cost	87.5	77.3	71.4	81.8	79.4
Part of Cost	0.0	9.1	14.3	0.0	6.3
Not Provided	12.5	13.6	14.3	18.2	14.3

Table 20

Annual Vacation for First Year Housestaff by Region and Ownership, 1989-90

ALL HOSPITALS	REGION				
	Northeast	South	Midwest	West	ALL
Two Weeks or Less	31.6	63.4	39.6	31.3	40.9
Between Two & Four Weeks	32.4	32.9	50.5	35.4	37.9
Four Weeks or More	36.0	3.7	9.9	33.3	21.3
OWNERSHIP					
STATE					
Two Weeks or Less	0.0	40.0	40.0	40.0	34.1
Between Two & Four Weeks	83.3	53.3	30.0	30.0	46.3
Four Weeks or More	16.7	6.7	30.0	30.0	19.5
MUNICIPAL					
Two Weeks or Less	0.0	75.0	57.1	0.0	40.6
Between Two & Four Weeks	28.6	25.0	42.9	50.0	34.4
Four Weeks or More	71.4	0.0	0.0	50.0	25.0
CHURCH					
Two Weeks or Less	14.3	77.8	45.8	75.0	45.1
Between Two & Four Weeks	35.7	22.2	50.0	25.0	39.2
Four Weeks or More	50.0	0.0	4.2	0.0	15.7
OTHER NON-PROFIT					
Two Weeks or Less	37.4	62.5	34.0	31.3	39.3
Between Two & Four Weeks	29.7	37.5	57.4	43.8	39.3
Four Weeks or More	33.0	0.0	8.5	25.0	21.3
VETERANS ADMINISTRATION					
Two Weeks or Less	41.2	66.7	38.5	25.0	46.0
Between Two & Four Weeks	29.4	23.8	46.2	25.0	30.2
Four Weeks or More	29.4	9.5	15.4	50.0	23.8

Table 21

Annual Vacation for Second Year Housestaff by Region and Ownership, 1989-90

ALL HOSPITALS	REGION				
	Northeast	South	Midwest	West	ALL
Two Weeks or Less	11.0	28.4	5.0	4.3	12.3
Between Two & Four Weeks	47.1	55.6	78.2	59.6	59.2
Four Weeks or More	41.9	16.0	16.8	36.2	28.5
OWNERSHIP					
STATE					
Two Weeks or Less	0.0	20.0	27.3	11.1	17.1
Between Two & Four Weeks	66.7	60.0	36.4	55.6	53.7
Four Weeks or More	33.3	20.0	36.4	33.3	29.3
MUNICIPAL					
Two Weeks or Less	0.0	36.4	0.0	0.0	12.9
Between Two & Four Weeks	28.6	54.5	100.0	50.0	58.1
Four Weeks or More	71.4	9.1	0.0	50.0	29.0
CHURCH					
Two Weeks or Less	7.1	44.4	0.0	0.0	9.8
Between Two & Four Weeks	42.9	55.6	87.5	100.0	70.6
Four Weeks or More	50.0	0.0	12.5	0.0	19.6
OTHER NON-PROFIT					
Two Weeks or Less	12.1	29.2	4.3	6.3	11.8
Between Two & Four Weeks	47.3	62.5	80.9	62.5	59.6
Four Weeks or More	40.7	8.3	14.9	31.3	28.7
VETERANS ADMINISTRATION					
Two Weeks or Less	17.6	23.8	0.0	0.0	12.9
Between Two & Four Weeks	52.9	47.6	75.0	50.0	54.8
Four Weeks or More	29.4	28.6	25.0	50.0	32.3

Table 22

Time Allotted Housestaff to Attend Seminars by Region and Ownership, 1989-90

ALL HOSPITALS	REGION				
	Northeast	South	Midwest	West	ALL
Less Than Five Days	41.3	18.9	19.2	44.8	30.4
Five Days	37.3	56.8	38.4	34.5	40.7
More Than Five Days	21.3	24.3	42.5	20.7	29.0
OWNERSHIP					
STATE					
Less Than Five Days	100.0	33.3	33.3	0.0	38.5
Five Days	0.0	0.0	50.0	0.0	23.1
More Than Five Days	0.0	66.7	16.7	100.0	38.5
MUNICIPAL					
Less Than Five Days	50.0	66.7	0.0	80.0	47.1
Five Days	25.0	33.3	60.0	20.0	35.3
More Than Five Days	25.0	0.0	40.0	0.0	17.6
CHURCH					
Less Than Five Days	66.7	33.3	27.3	0.0	35.9
Five Days	0.0	50.0	40.9	100.0	35.9
More Than Five Days	33.3	16.7	31.8	0.0	28.2
OTHER NON-PROFIT					
Less Than Five Days	31.4	13.3	9.4	46.7	24.8
Five Days	47.1	66.7	37.5	46.7	46.9
More Than Five Days	21.6	20.0	53.1	6.7	28.3
VETERANS ADMINISTRATION					
Less Than Five Days	62.5	0.0	37.5	40.0	33.3
Five Days	37.5	66.7	12.5	0.0	33.3
More Than Five Days	0.0	33.3	50.0	60.0	33.3

Table 23

Housestaff Policies and Selected Benefits, 1989-90

Question	Response	Number of Hospitals	Percent
Does your hospital have a policy on the number of hours housestaff may be assigned?	YES	134	37.6%
	NO	222	62.4%
	Total	356	100.0%
Does your hospital have a policy regarding supervision for housestaff?	YES	321	89.2%
	NO	39	10.8%
	Total	360	100.0%
Does your hospital have a policy and procedure to review the quality of sponsored residency programs that is consistent with Section 1.1.4 of the General Requirements of the Essentials of Accredited Residencies?	YES	337	94.4%
	NO	20	5.6%
	Total	357	100.0%
Are housestaff allowed to defer their student loan payments?	YES	303	92.4%
	NO	25	7.6%
	Total	328	100.0%
Do housestaff have a choice of alternative health insurance plans?	YES	222	59.7%
	NO	150	40.3%
	Total	372	100.0%
Is a pension plan provided for housestaff?	YES	68	18.5%
	NO	299	81.5%
	Total	367	100.0%
Does your hospital have a written policy regarding parental (maternity) leave for housestaff?	YES	191	52.2%
	NO	175	47.8%
	Total	366	100.0%
Does your hospital provide on-site day care for children of housestaff?	NO	270	72.4%
	YES	103	27.6%
	Total	373	100.0%

CHAPTER III

HOUSESTAFF FUNDING

HOSPITAL EXPENDITURES

Table 24 displays mean and median expenditures for housestaff stipends and benefits. Changes in expenditure levels from previous years could be due to: 1) an increase in the number of housestaff; 2) the inclusion of different hospitals; 3) a different mix of post-MD year students among respondents; or 4) a change in compensation or benefit levels for included housestaff.

Each hospital's total costs for housestaff stipends and benefits were divided by their total hospital operating budget to yield the figures in Table 25. Among all respondents, housestaff stipends and benefits comprise 3.7 percent of the hospital's total operating budget. Public hospital (state, municipal, and VA) stipend and benefit expenditures constitute a larger part of their total operating budgets than do private hospital (church and other non-profit) expenditures. The ratios in Table 26 were generated by dividing benefit expenditures by stipend expenditures. Note, for example, that $2,000,000 in benefit expenditures and $8,000,000 in stipend expenditures correspond to a ratio of .25 (and not .20). Private hospital benefit expenditures constitute a larger part of stipend expenditures than do public hospital benefit expenditures.

SOURCES OF FUNDING

Tables 27 and 28 report the percentage distribution for sources of funding for housestaff expenditures, excluding the Veterans Administration hospitals which are almost uniformly supported by federal VA appropriations. Table 27 contains sources of funding data for ownership groups. Table 28 contains sources of funding data for affiliation groups and for all hospitals. The primary funding source for housestaff stipends and benefits is patient revenues and general operating appropriations. In 1988-89, these funds provided 80.6 percent of total housestaff funding. Figure 2 exhibits the sources of funding for all hospitals. Among ownership groups, private hospitals rely more heavily on patient revenue as a housestaff expenditure funding source than do public hospitals.

Table 24

Expenditures for Housestaff Stipends and Fringe Benefits by Region and Ownership, 1988-89

	Northeast	South	Midwest	West	ALL
MEAN VALUES					
	REGION				
ALL HOSPITALS	$5,229,226	$4,529,873	$4,884,311	$6,005,355	$5,085,985
OWNERSHIP					
State	7,366,842	7,283,206	9,195,870	8,946,931	8,194,206
Municipal	11,424,497	6,096,217	4,123,674	10,202,578	7,572,080
Church	3,112,262	4,287,716	3,878,540	5,818,026	3,838,347
Other Non-Profit	5,261,611	3,924,899	5,035,483	4,064,723	4,906,553
Veterans Admin.	3,400,431	2,680,218	2,881,869	3,706,656	3,078,396
MEDIAN VALUES					
ALL HOSPITALS	$4,181,643	$3,080,328	$2,902,516	$4,598,876	$3,440,660
OWNERSHIP					
State	6,971,638	6,979,371	8,144,069	8,460,958	7,768,472
Municipal	9,833,016	4,889,916	3,431,232	8,554,389	6,085,379
Church	2,591,610	2,870,360	2,730,969	3,484,949	2,730,969
Other Non-Profit	4,309,152	2,872,199	2,870,194	2,388,043	3,203,444
Veterans Admin.	3,220,868	2,600,000	2,683,300	3,342,310	2,822,121

Table 25

Housestaff Stipends and Fringe Benefits as a Percentage of Hospital's Total Operating Budget by Region and Ownership, 1988-89

	MEAN VALUES				
	REGION				
	Northeast	South	Midwest	West	ALL
ALL HOSPITALS	3.6%	3.8%	3.5%	4.2%	3.7%
OWNERSHIP					
State	4.9	6.4	6.0	5.5	5.9
Municipal	5.2	3.6	3.4	5.4	4.3
Church	2.9	3.8	2.1	3.0	2.6
Other Non-Profit	3.4	2.8	3.2	2.9	3.2
Veterans Admin.	4.1	3.1	3.9	4.4	3.8
	MEDIAN VALUES				
ALL HOSPITALS	3.5%	3.3%	2.9%	4.2%	3.3%
OWNERSHIP					
State	5.6	5.7	5.2	5.3	5.3
Municipal	5.1	3.9	3.4	5.6	4.2
Church	2.6	2.5	2.1	1.9	2.1
Other Non-Profit	3.2	2.1	2.6	2.3	2.8
Veterans Admin.	4.0	3.0	3.2	4.1	3.6

Table 26

Ratio of Housestaff Fringe Benefit to Stipend Expenditures by Region and Ownership, 1988-89

	MEAN VALUES				
	REGION				
	Northeast	South	Midwest	West	ALL
ALL HOSPITALS	.258	.168	.184	.176	.209
OWNERSHIP					
State	.199	.185	.130	.188	.172
Municipal	.227	.191	.209	.144	.195
Church	.201	.204	.262	.240	.234
Other Non-Profit	.281	.187	.185	.188	.238
Veterans Admin.	.127	.106	.119	.126	.117
	MEDIAN VALUES				
ALL HOSPITALS	.200	.161	.171	.176	.183
OWNERSHIP					
State	.193	.209	.128	.182	.174
Municipal	.229	.210	.220	.127	.212
Church	.191	.163	.197	.204	.196
Other Non-Profit	.207	.172	.182	.178	.200
Veterans Admin.	.105	.100	.113	.125	.110

Table 27

Funding Sources Used to Pay Costs of Housestaff Stipends and Fringe Benefits, Ownership Percentage Distribution, 1988-89

Percent of Revenue

Funding Source	Ownership			
	State	Municipal	Church	Other Non-Profit
Patient Revenues and General Operating Appropriations	66.54%	56.25%	92.06%	91.54%
State Appropriations Earmarked for Housestaff Expenses	6.30	17.31	2.28	1.20
Municipal Appropriations Earmarked for Housestaff Expenses	2.53	14.55	0.00	0.14
Veterans Administration Appropriations	3.13	0.00	0.94	1.12
Physician Fee Revenue	3.79	0.02	1.39	0.77
Medical School/ University Funds	7.79	1.40	0.74	0.89
N.I.H.	2.10	0.00	0.32	0.31
Other Federal Agencies	0.41	1.05	0.10	0.35
Endowment Income	0.04	0.00	0.04	0.29
Foundation Grants, Voluntary Agencies	1.07	0.06	0.17	0.41
Other	6.29	9.36	1.95	2.99
Number of Hospitals	42	29	40	159

Table 28

Funding Sources Used to Pay Costs of Housestaff Stipends and Fringe Benefits, Nationwide and Affiliation Percentage Distribution, 1988-89[1]

Percent of Revenue

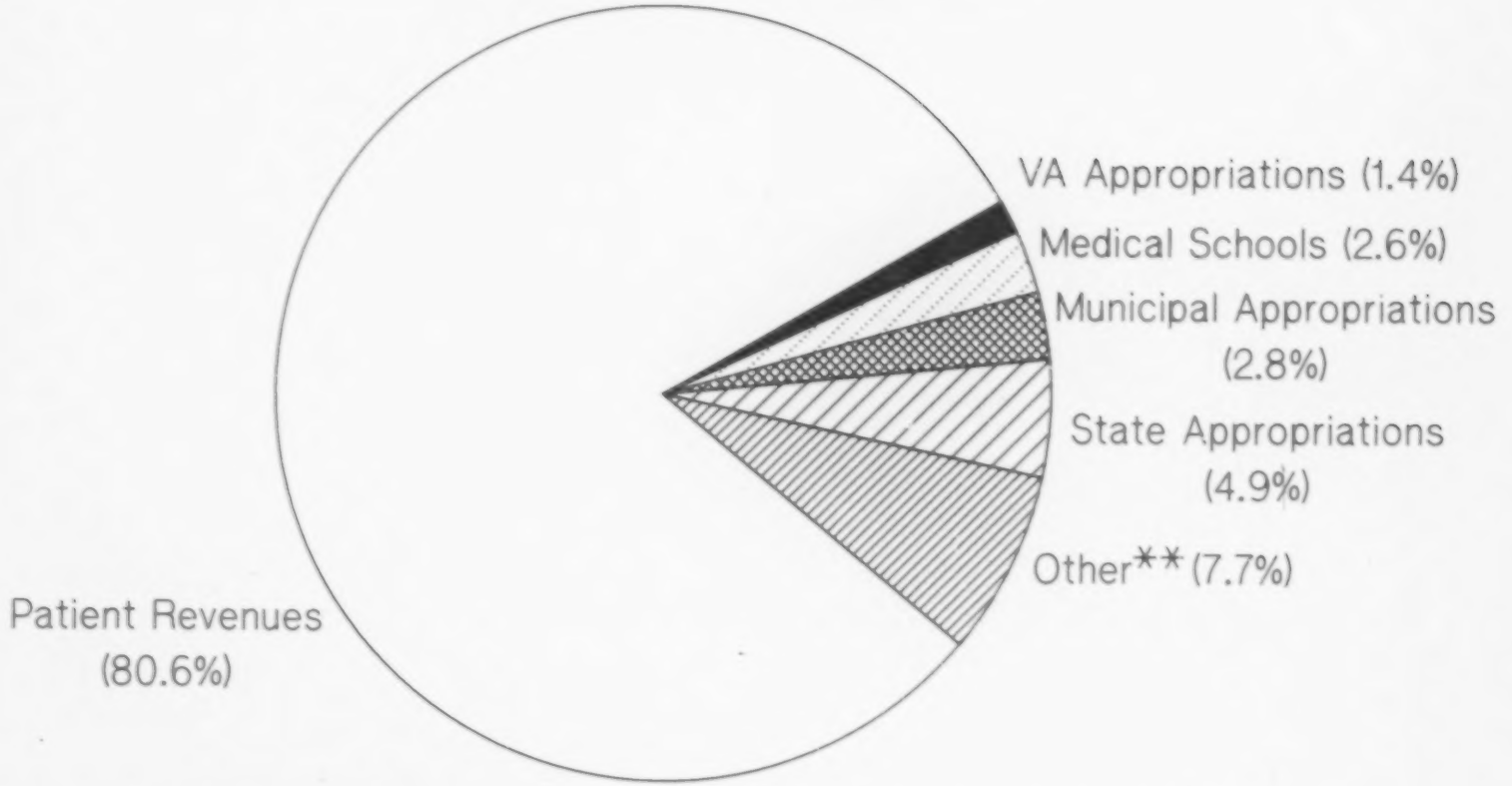
Funding Source	All Hospitals	Affiliation: University Owned	Affiliation: Major Affiliate	Affiliation: Limited Affiliate
Patient Revenues and General Operating Appropriations	80.58%	74.51%	82.09%	93.72%
State Appropriations Earmarked for Housestaff Expenses	4.87	4.09	5.80	1.33
Municipal Appropriations Earmarked for Housestaff Expenses	2.80	1.81	3.46	2.04
Veterans Administration Appropriations	1.40	3.04	0.58	0.84
Physician Fee Revenue	1.43	2.94	0.78	0.11
Medical School/ University Funds	2.56	5.59	1.22	0.15
N.I.H.	0.68	1.66	0.24	0.00
Other Federal Agencies	0.44	0.61	0.38	0.16
Endowment Income	0.16	0.04	0.25	0.00
Foundation Grants, Voluntary Agencies	0.49	0.78	0.38	0.10
Other	4.59	4.92	4.83	1.56
Number of Hospitals	270	54	177	39

[1] Excludes Veterans Administration hospitals.

Figure 2

Sources of Funding for Housestaff Stipends and Fringe Benefits

All Hospitals, 1988-89*



* - Excludes Veterans Administration hospitals

** - Includes Physician Fee Revenue, NIH and other federal agency funds, endowment income, and foundation grants.

Appendix A

COTH SURVEY OF HOUSESTAFF STIPENDS, BENEFITS, AND FUNDING

MAY 1989

Name of Hospital_____

City/State_____

Membership Code #_____

A. HOUSESTAFF STIPENDS

1. a. What are the actual cash stipends for each year?

	1989-90	1988-89
1st Post-MD Year	$_____	$_____
2nd Post-MD Year	$_____	$_____
3rd Post-MD Year	$_____	$_____
4th Post-MD Year	$_____	$_____
5th Post-MD Year	$_____	$_____
6th Post-MD Year	$_____	$_____
7th Post-MD Year	$_____	$_____
8th Post-MD Year	$_____	$_____

b. Are 1989-90 stipends estimated?
YES_____
NO_____

c. By what date are stipend amounts usually set for the coming year?_____

d. What is the first pay date for new stipend amounts?_____

2. Are the cash stipends (within each year) the same across all specialties? YES_____ NO_____
If NO, which specialties have higher stipends?_____
If NO, which specialties have lower stipends?_____

3. Do chief residents have higher compensation? YES_____ $ Amount_____
NO_____

B. HOUSESTAFF BENEFITS

4. Which of the following fringe benefits are provided to 1st year house officers by your hospital?

		(Check appropriate column) Fully Paid By Hospital	Partially Paid By Hospital	Not Provided
a. Life Insurance				
b. Disability Insurance				
c. Parking				
d. Housing				
e. Meals - When Working				
- When On Call				
f. Psychiatric counseling or psychological support				
g. Health insurance premiums	- housestaff			
	- dependents			

Check those benefits covered in the health insurance plan:

		Covered	Not Covered
i) Hospitalization (including inpatient physician services and major medical including some portion of outpatient services)	- housestaff		
	- dependents		
ii) Dental services	- housestaff		
	- dependents		
iii) Prescription drugs	- housestaff		
	- dependents		
iv) Hospital employee health service program	- housestaff		
	- dependents		

5. Do housestaff have a choice of alternative health insurance plans? YES_____ # of plans_____
NO_____

6. Is a pension plan provided for housestaff? YES_____ NO_____

7. How many weeks of vacation do housestaff receive during a year? 1st Year Housestaff_____weeks
2nd Year Housestaff_____weeks

8. a. How many days may housestaff spend at off-site educational seminars during a year? 1st Year Housestaff_____days
2nd Year Housestaff_____days

b. Does the hospital contribute a per-diem stipend for seminars? YES_____ $ Amount_____
NO_____

c. Does the hospital contribute to the registration cost of the seminar? YES_____ $ Amount_____
NO_____

9. Does your hospital have a written policy regarding parental leave for housestaff? YES_____ NO_____

If YES, please enclose the policy and state the duration of the leave: _____Before Delivery
_____After Delivery

Indicate the category of leave used: (use combinations if necessary) ____Maternity ____Vacation ____Short-Term Disability ____Sick ____Leave without Pay

10. Does your hospital provide on-site day care for children of housestaff? YES_____ NO_____

If YES, what are the costs? $_____
If YES, what are the hours available? _____

C. FTE RESIDENTS AND CLINICAL FELLOWS (HOUSESTAFF)

11. Indicate the number of full-time equivalent (FTE) residents and fellows <u>on-site at your hospital</u> on an average day throughout the 1988-89 year. The total should equal the number of total FTE residents and clinical fellows reported in the residency/fellowship count list below (question 13, Column C).

	United States Medical Graduates	Foreign Medical Graduates	Total
First Year Residents			
All Other Residents			
Fellows			
Total			

12. Indicate the number of full-time equivalent (FTE) residents and fellows <u>not on-site</u> at your hospital <u>but paid for by your hospital</u> on an average day throughout the 1988-89 year.

	United States Medical Graduates	Foreign Medical Graduates	Total
First Year Residents			
All Other Residents			
Fellows			
Total			

13. For each residency/fellowship program **in your hospital**, please enter in Column A the number of FTE residents and fellows **paid by the hospital and located on-site in your hospital** on an average day throughout the 1988-89 year. In Column B, enter the number of FTE residents and fellows **on-site, but paid by other sources**. In Column C, report the total number of FTE residents and fellows **on-site in your hospital**. Do not report residents and fellows who are paid by your hospital but are located off-site. Consult the notes to the right for the types of residents and fellows to be included in the counts. Do not include residents and fellows in patient/family counseling, psychology, or pharmacy. Enter a zero if your hospital does not have a particular residency/fellowship program.

	RESIDENTS AND FELLOWS				
	Column A	+	Column B	=	Column C
Training Program	On-Site FTEs Paid by Hospital(1)		On-Site FTEs Paid by Other Entities(2)		TOTAL FTEs On-Site
Allergy/Immunology (3)					
Anesthesiology (4)					
Colon & Rectal Surgery					
Dentistry/Oral Surgery					
Dermatology (5)					
Emergency Medicine					
Family Practice (6)					
Internal Medicine (7)					
Neurological Surgery (8)					
Neurology					
Nuclear Medicine (9)					
Obstetrics/Gynecology (10)					
Ophthalmology					
Orthopaedic Surgery (11)					
Otolaryngology (12)					
Pathology (13)					
Pediatrics (14)					
Physical Medicine/Rehab					
Plastic Surgery (15)					
Preventive Medicine					
Psychiatry (16)					
Radiology (17)					
Radiation Oncology					
Surgery (18)					
Thoracic Surgery					
Urology					
Transitional					
Other _____					
Other _____					
Other _____					
Other _____					
TOTAL FTE RESIDENTS/FELLOWS:					

NOTES: RESIDENCY/FELLOWSHIP PROGRAM DATA

(1) On-Site FTEs Paid by Hospital Funds: Do NOT report FTE residents and fellows supported by hospital funds, but assigned to other hospitals. If the hospital pays a percentage of all FTE residents' and fellows' salaries, rather than paying for specific positions, please convert the percentage to a number of FTE positions. Indicate in a footnote the nature of the agreement between the hospital and the other entity.

(2) On-Site FTEs Paid by Other Entities: Other entities include another hospital, a medical school, campus/university, faculty practice plan, or government.

(3) Allergy/Immunology: Includes Diagnostic Laboratory Immunology.

(4) Anesthesiology: Includes Critical Care Medicine.

(5) Dermatology: Includes Dermatopathology, Dermatological Immunology/Diagnostic Laboratory Immunology.

(6) Family Practice: Includes Geriatric Medicine.

(7) Internal Medicine: Includes Cardiology, Cardiovascular Disease, Critical Care Medicine, Diagnostic Laboratory Immunology, Endocrinology & Metabolism, Gastroenterology, Geriatric Medicine, Hematology, Infectious Disease, Medical Oncology, Neoplastic Disease, Nephrology, Pulmonary Disease, Rheumatology, and other Medicine sub-specialties.

(8) Neurological Surgery: Includes Critical Care Medicine.

(9) Nuclear Medicine: Includes Radioisotopic Pathology.

(10) Obstetrics and Gynecology: Includes Critical Care, Gynecologic Oncology, Maternal and Fetal Medicine, and Reproductive Endocrinology.

(11) Orthopaedic Surgery: Includes Hand Surgery.

(12) Otolaryngology: Also known as Head and Neck Surgery.

(13) Pathology: Includes Blood Banking, Chemical Pathology, Dermatopathology, Forensic Pathology, Hematology, Immunopathology, Medical Microbiology, Neuropathology, and Radioisotopic Pathology.

(14) Pediatrics: Includes Diagnostic Laboratory Immunology, Pediatric Cardiology, Pediatric Critical Care Medicine, Pediatric Endocrinology, Pediatric Hematology-Oncology, Pediatric Nephrology, Pediatric Pulmonology, and Neonatal-Perinatal Medicine.

(15) Plastic Surgery: Includes Hand Surgery.

(16) Psychiatry: Includes Child Psychiatry.

(17) Radiology: Includes Nuclear Radiology.

(18) Surgery: Includes General Vascular Surgery, Hand Surgery, Pediatric Surgery, and Surgical Critical Care.

D. HOUSESTAFF FUNDING

14. What sources are used to pay the costs of 1988-89 stipends and fringe benefits for housestaff on-site at your hospital? Column A should reflect those housestaff paid for by the hospital as noted in question 13 Column A of the count data. Column B should reflect those housestaff paid for by other entities as noted in question 13 Column B of the count data.

	Column A. Paid by Hospital	Column B Paid by Other Entities
a. Patient revenues and general operating appropriations for the hospital	$_____	$_____
b. State appropriations earmarked for housestaff expenses	$_____	$_____
c. Municipal appropriations earmarked for housestaff expenses	$_____	$_____
d. Veterans Administration appropriations	$_____	$_____
e. Physician fee revenue	$_____	$_____
f. Medical school/university funds	$_____	$_____
g. NIH	$_____	$_____
h. Other federal agencies	$_____	$_____
i. Endowment income	$_____	$_____
j. Foundation grants/voluntary agencies	$_____	$_____
k. Other (specify)_____	$_____	$_____
l. Other (specify)_____	$_____	$_____
M. TOTAL	$_____	$_____

15. For hospital funded residents, indicate the split between expenditures for housestaff stipends and expenditures for fringe benefits. The total should equal the amount in Question 14, Column A, line M above.

$_____ - Stipends
$_____ - Fringe Benefits
$_____ - TOTAL

If exact split is unavailable, estimate the percentage of expenditures for housestaff stipends and fringe benefits.

_____% - Stipends
_____% - Fringe Benefits
100 % - TOTAL

16. Provide the following hospital data for the most recently completed fiscal year:

a. Total Hospital Payroll Expenses $_____

b. Total Hospital Operating Budget $_____

c. Number of Set Up and Staffed Beds #_____

d. Number of Discharges #_____

e. Number of Patient Days #_____

E. POLICY AND OTHER HOUSESTAFF INFORMATION

17. Are housestaff allowed to defer their student loan payments? YES_____ NO_____

18. Does your hospital have a policy on the number of hours housestaff may be assigned? YES_____ NO_____

If YES, what is the maximum? _____hours per_____

19. Does your hospital have a policy regarding supervision for housestaff? YES_____ NO_____

20. Does your hospital have a policy and procedure to review the quality of sponsored residency programs that is consistent with Section 1.1.4 of the General Requirements Section of the Essentials of Accredited Residencies? YES_____ NO_____

21. Indicate the number of housestaff at your hospital who belong to under represented minorities.

	Black American		American Indian		Mexican American		Mainland Puerto Rico	
	1st Yr	Total	1st Yr	Total	1st Yr	Total	1st Yr	Total
Family Practice	____	____	____	____	____	____	____	____
Medical Specialties	____	____	____	____	____	____	____	____
Surgical Specialties	____	____	____	____	____	____	____	____
Other Specialties	____	____	____	____	____	____	____	____
TOTAL	____	____	____	____	____	____	____	____

Person to contact for questions:_____

Mailing address:_____

Area Code and Telephone Number:_____

Please complete and return this survey by May 19, 1989 to:

Stephen C. Zimmermann
Research Assistant
Association of American Medical Colleges
One Dupont Circle, N.W.
Suite #200
Washington, D.C. 20036
(202) 828-0490

Appendix B

Response Rate for 1989 COTH Survey of Housestaff Stipends, Benefits, and Funding

Hospital Category	Number of Responding Hospitals	Number of COTH Members	Response Rate
All Hospitals	379	432	87.7%
Region			
Northeast	142	171	83.0%
South	85	95	89.5
Midwest	104	114	91.2
West	48	52	92.3
Ownership[1]			
State	43	45	95.6%
Municipal	33	39	84.6
Church	51	57	89.5
Other Non-profit	185	216	85.6
Veterans Admin.	65	72	90.3
Affiliation			
University-Owned	56	64	87.5%
Major Affiliate	276	314	87.9
Limited Affiliate	47	54	87.0

[1] Three COTH members have no designated ownership, and two of these members responded to the 1989 COTH Survey.

Appendix C

NORTHEASTERN REGION
MAINE
VERMONT
NEW HAMPSHIRE
MASSACHUSETTS
RHODE ISLAND
CONNECTICUT
NEW JERSEY
DELAWARE
MARYLAND
DISTRICT OF COLUMBIA
NEW YORK
PENNSYLVANIA
MIDWEST REGION
OHIO
WEST VIRGINIA
VIRGINIA
NORTH CAROLINA
SOUTH CAROLINA
FLORIDA
MICHIGAN
INDIANA
KENTUCKY
TENNESSEE
GEORGIA
ALABAMA
WISCONSIN
ILLINOIS
MISSIS-SIPPI
LOUISIANA
MINNESOTA
IOWA
MISSOURI
ARKANSAS
SOUTHERN REGION
NORTH DAKOTA
SOUTH DAKOTA
NEBRASKA
KANSAS
OKLAHOMA
TEXAS
WESTERN REGION
(INCLUDING ALASKA AND HAWAII)
MONTANA
WYOMING
COLORADO
NEW MEXICO
IDAHO
UTAH
ARIZONA
NEVADA
WASHINGTON
OREGON
CALIFORNIA
HAWAII
ALASKA